



Headquarters
New Zealand Defence Force
Defence House
Private Bag 39997
Wellington Mail Centre
Lower Hutt 5045
New Zealand

OIA-2025-5327

2nd.

May 2025

Dear [REDACTED]

I refer to your email of 2 April 2025 requesting, under the Official Information Act 1982 (OIA), *the current numbers for vacant roles within the NZDF broken down by Services (Army/Navy/Air/Defence/Civilian) and rank/grade pay?*

Relevant information, as at 31 March 2025, is enclosed. Note, vacant positions will continuously vary dependent on posting appointments and rotations of members in and out of a respective unit.

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review this response to your request. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that responses to official information requests are proactively released where possible. This response to your request will be published shortly on the NZDF website, with your personal information removed.

Yours sincerely

GA Motley
Brigadier
Chief of Staff HQNZDF

Enclosure:

1. Vacancy data

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Enclosure 1

Table A. Total vacant civilian positions by NZDF Portfolios and Pay Grade as at 31 March 2025.

| Pay Grade | Chief of Army | Chief of Air Force | Chief Defence Strategy Management | Chief Financial Officer | Chief Joint Defence Services | Chief of Navy | Commander Joint Forces New Zealand | Chief of Staff | Chief People Officer | Vice Chief Defence Force | Pay Grade TOTAL |
|-----------|---------------|--------------------|-----------------------------------|-------------------------|------------------------------|---------------|------------------------------------|----------------|----------------------|--------------------------|-----------------|
| CHS | 11 | | | | | | | | | | 11 |
| CVPRM12 | | | | | 2 | | | | | | 2 |
| CVPRM15 | 1 | 1 | | | | 1 | | | | 1 | 4 |
| CVPRM16 | | | | 6 | 1 | | | | | | 7 |
| CVPRM17 | | | | 4 | | | | | | 1 | 5 |
| CVPRM18 | | | | | | | | | 1 | | 1 |
| CVPRM19 | | | | | | | | | | 1 | 1 |
| CVPRM20 | | | 1 | 3 | 4 | | | | | | 8 |
| CVPRM21 | | | | | 3 | | | | | 1 | 4 |
| CVPRM22 | | | | 2 | 4 | | | | | 1 | 7 |
| CVPRM23 | | | | | 2 | | | | | | 2 |
| GRADE00 | 12 | 11 | | | 28 | 1 | | 1 | 2 | 1 | 56 |
| GRADE09 | 7 | 1 | | 2 | 10 | | | | 2 | 1 | 23 |
| GRADE10 | 6 | 10 | | | 26 | 1 | | | 3 | | 46 |
| GRADE11 | 2 | 7 | | | 12 | 2 | 2 | 1 | 1 | | 27 |
| GRADE12 | 9 | 5 | | 3 | 20 | 1 | | 1 | 19 | 4 | 62 |
| GRADE13 | 5 | 2 | 1 | | 14 | 1 | | | 4 | 3 | 30 |
| GRADE14 | 5 | 8 | | 1 | 14 | 3 | 1 | 1 | 17 | 12 | 62 |
| GRADE15 | 11 | 8 | | 1 | 25 | 7 | 1 | | 8 | 3 | 64 |
| GRADE16 | 5 | 2 | 3 | | 19 | 5 | | 2 | 5 | 14 | 55 |
| GRADE17 | | 4 | | | 32 | 2 | | 2 | 2 | 13 | 55 |
| GRADE18 | 2 | 3 | | | 31 | | | 2 | 11 | 11 | 60 |
| GRADE19 | 3 | 2 | | | 21 | 1 | | | 7 | 14 | 48 |
| GRADE20 | 1 | | 1 | | 12 | | | | 3 | 16 | 33 |

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| Pay Grade | Chief of Army | Chief of Air Force | Chief Defence Strategy Management | Chief Financial Officer | Chief Joint Defence Services | Chief of Navy | Commander Joint Forces New Zealand | Chief of Staff | Chief People Officer | Vice Chief Defence Force | Pay Grade TOTAL |
|------------------------|---------------|--------------------|-----------------------------------|-------------------------|------------------------------|---------------|------------------------------------|----------------|----------------------|--------------------------|-----------------|
| GRADE21 | | | 2 | | 21 | | | 2 | | 3 | 28 |
| GRADE22 | | | | | 7 | 1 | | | 1 | 1 | 10 |
| GRADE23 | | | | | 4 | | | | 1 | 7 | 12 |
| ITC16AO | | 1 | | | | | | | | | 1 |
| SMGRAD01 | | | | 1 | 1 | | | | | | 2 |
| SMGRAD02 | | | 1 | | | | | | 1 | | 2 |
| Portfolio TOTAL | 80 | 65 | 9 | 23 | 313 | 26 | 4 | 12 | 88 | 108 | 728 |

Table B. Total vacant Regular Force positions by Service and Rank Equivalent as at 31 March 2025.

| Rank | Defence | Royal New Zealand Navy | New Zealand Army | Royal New Zealand Air Force | Rank Equivalent TOTAL |
|-------------|---------|------------------------|------------------|-----------------------------|-----------------------|
| PTE (E) | 8 | 5 | 610 | 12 | 635 |
| LCPL (E) | 0 | 191 | 343 | 186 | 720 |
| CPL (E) | 25 | 140 | 222 | 158 | 545 |
| SGT (E) | 9 | 89 | 138 | 106 | 342 |
| SSFT (E) | 15 | 58 | 69 | 41 | 183 |
| WO2 (E) | 1 | 0 | 13 | 0 | 14 |
| WO1 (E) | 7 | 9 | 8 | 7 | 31 |
| OFFCDT (E) | 0 | 0 | 0 | 0 | 0 |
| 2LT (E) | 0 | 0 | 7 | 0 | 7 |
| LT (E) | 2 | 16 | 61 | 54 | 133 |
| CAPT (E) | 36 | 68 | 69 | 70 | 243 |
| MAJ (E) | 34 | 44 | 39 | 32 | 149 |
| LTCOL (E) | 13 | 2 | 2 | 4 | 21 |
| COL (E) | 6 | 2 | 1 | 0 | 9 |
| ANYRANK (E) | 1 | 16 | 0 | 2 | 19 |

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| Rank | Defence | Royal New Zealand Navy | New Zealand Army | Royal New Zealand Air Force | Rank Equivalent TOTAL |
|----------------------|---------|------------------------|------------------|-----------------------------|-----------------------|
| No Rank | 4 | 0 | 0 | 11 | 15 |
| Service TOTAL | 161 | 640 | 1582 | 683 | 3066 |